

교과목명	인적자원관리		학수번호	10697001	이수	전선	학점	3
강의시간	화C , 화D	강의실						
선수과목			공학인증 이수구분					
교수소속	경영대학 경영학과(글로벌경영학트랙)	교수성명	조성준	연락처				
e-mail		연구실	가천관 804호	지도상담시간				
홈페이지/카페			조교					

강의 개요

This course examines issues of human resources management (HRM) within today's organizations. Students will learn the nature of modern firms and the way of managing human resources which are sources of value of the firm. In today's organization, HRM is the most important functions as 70 percent of worldwide wealth is the form of human capital—the skills and knowledge of individuals—rather than in physical or financial capital. Thus roles and responsibilities of human sources managers make a significant contribution to the success of a firm. In order to develop effectiveness, this course will help students have a structured and rigorous framework for analyzing the HRM issues that they will face in their career.

강의 목표

The main purpose of the course is to give you a rigorous framework for understanding organizational design and managing human resources.

At the end of the course, you will be able to:

Learn economics perspectives to explain human behavior;

Analyze a variety of human related problems in the firms;

Develop a framework for thinking about organizational design;

Understand key functions of HRM including recruitment, selection, promotion, training, compensation, and turnover; and

Understand how information and incentives affect decisions of managers and employees regarding the human related issues.

Since this course is taught in English, a second language for most of the students, you are expected to improve skills and confidence in reading, listening, writing, and speaking in English

강의 진행방법

Attendance check & announcement (5 min)
 Lecture (60 min)
 Q&A (5 min)
 Summary of key lessons and wrap-up (5 min)
 Break (15 min)
 Describing today's team activity and expected results (10 min)
 Group discussion (30 min)
 Group presentation (20 min)
 Instructor's feedback to group presentation and wrap-up lecture (15min)

평가요소	성적 평가방법	비율
출석	Attendance check every class. 5 points will be deducted per one absence	10
중간고사	Short response+Short essay	20
기말고사	Short response+Short essay	20
레포트	Research paper	20
그룹 프로젝트	Group Activities	20
기타	Participation	10
합 계		100

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과제명 및 과제작성 방법안내	제출일	제출물 유형 및 제출방법
<p>Write a research paper about "strategic challenges and significances of human resource management in today's business environment." The paper should be 4-5 pages long (excluding cover, reference, and summary). The format of the paper you must comply with is APA 6th. Necessary information will be given during the course.</p>	12.6	E-Class
<p>Your paper must include the following components.</p> <ul style="list-style-type: none"> -Cover page: the title, course number and name, and writer's identity -2nd page: summary (200-300 words) of the paper -Introduction -Identifying key issues -Review of literature -Discussion of relevant theories or frameworks to approach the key issue -Recommendations to managers and conclusion -Reference list 		
<p>Your paper won't be accepted if the similarity score of Turnitin.com is higher than 30%. If you want instructor's feedback before submission, send your draft via email by Nov. 15.</p>		
<p>[Guideline for research paper]</p> <ul style="list-style-type: none"> *Use MS-Word, 12pts, Times New Roman with double spaced lines. *All formats including headings, citations, and reference list should comply with APA 6th. *Use at least 5 academically trustable sources such as published articles & books. Online journal article is counted as an academically trustable source. 		

* 과제지연시 패널티 기준 :

구분	교재명	저자	출판사	출판년도
주교재	Personnel Economics in Practice (3rd edition)	Lazear & Gibbs	Wiley	2015
부교재				
참고자료				

강의 규정 (학습자 유의사항)
<ul style="list-style-type: none"> *Read assigned chapters and cases prior to classes. *Be responsible. Student's responsibilities include attending classes, submitting assignments on time, and allocating sufficient time to this course. *Be respectful to instructor and colleagues. *Participate in group and class-wide activities. *Do not hesitate to contact instructor to ask questions or express opinion.

장애학생 지원내용
<p>If you want to request disability accommodations, please notify the instructor, who will contact school administration for assistance in making the appropriate arrangements.</p>

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주차	기간	수업내용 및 학습활동						
1	08/31 ~ 09/06	Orientation Areas of study in human resources management						
2	09/07 ~ 09/13	Ch 1. Hiring Standards						
3	09/14 ~ 09/20	Ch.2. Recruitment						
4	09/21 ~ 09/27	Ch.3. Investment in Skills APA Seminar						
5	09/28 ~ 10/04	National holiday (Chu Seok)						
6	10/05 ~ 10/11	Ch.4. Managing Turnover						
7	10/12 ~ 10/18	Ch.6. Organizational Structure						
8	10/19 ~ 10/25	Midterm Test (Oct. 20)						
9	10/26 ~ 11/01	Ch.7. Job Design						
10	11/02 ~ 11/08	Ch.8. Advanced Job Design						
11	11/09 ~ 11/15	Ch. 9. Performance Evaluation *Submission of draft for instructor's feedback (Nov. 15. OPTIONAL)						
12	11/16 ~ 11/22	Ch. 10. Rewarding Performance						
13	11/23 ~ 11/29	Ch.11. Career-Based Incentives						
14	11/30 ~ 12/06	Ch. 12. Options and Executive Pay *Paper submission due (Dec.6)						
15	12/07 ~ 12/13	Ch. 15. The Employment Relationship						
16	12/14 ~ 12/20	Final Test (Dec.15)						